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Research Study 70-3

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**SURVEY OF ATTRITION FACTORS
AMONG WAC BASIC TRAINEES**

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(6) SURVEY OF ATTRITION FACTORS AMONG WAC BASIC TRAINEES

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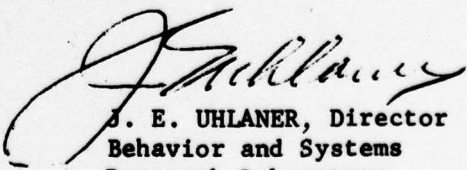
FOREWORD

↓ The ENLISTED MANPOWER Work Unit brings research to bear on initial screening of enlisted personnel in order to measure with increasing effectiveness the trainability of the individual and his usability in the service.

BESRL's research in this area has resulted in the development of a number of operational tests--among others the Armed Forces Qualification Test (AFQT), the basic screening test specified by act of Congress for use in determining mental acceptability for all the military services; the Enlistment Screening Test used by recruiters to determine likelihood that an applicant will qualify on the AFQT; the Army Qualification Battery used by the Army for supplementary screening of marginal pre-inductees; the Armed Services Vocational Aptitude Battery administered in high schools as an aid to counselors; and the Armed Forces Women's Selection Test (AFWST) and the Women's Army Classification Battery (WACB) which together serve for WAC screening and classification.

↓ The study reported here deals with efforts to explore generalized reasons to account for the current rate of attrition among enlisted women during basic training.

↖ Research is conducted under Army RDT&E Project 2Q062106A722, "Selection and Behavioral Evaluation," FY 1970 Work Program.


J. E. UHLANER, Director
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SURVEY OF ATTRITION FACTORS AMONG WAC BASIC TRAINEES

BRIEF

Requirement:

To study problems of attrition among WAC basic trainees through a survey of two groups of enlisted women, 1) those scheduled for separation without completing basic training, and 2) successful trainees.

Procedure:

An interview schedule of 21 questions was prepared and administered individually to approximately 100 enlisted women constituting an attrition group, and a control group consisting of as many more women selected randomly from among trainees who were succeeding in basic training. The women who were interviewed had completed a substantial portion of the training course. Responses and background data were analyzed for significant differences between the two groups.

Findings:

Differentiating Background Factors:

More women in the control group than in the attrition group had participated in academic subject clubs and other intellectual activities during high school.

More women in the control group had worked in office or factory jobs; more women in the attrition group had worked in restaurants or hospitals.

More women in the control group had held a job six months or over, regardless of type of job.

More women in the control group gave "good" or "sound" reasons for enlisting; more women in the attrition group gave "negative" or "escapist" reasons.

Differentiating Factors involving Military Procedures and Life:

More than twice as many women in the attrition group as in the control group said either that the Army was worse than they expected or that they had had no idea what to expect.

More women in the control group than in the attrition group had spent a half-day or longer talking with a member of the WAC before enlisting.

Women in the control group were strongly favorable in their statements concerning their company officers and NCOs; women in the attrition group were only moderately favorable. Both groups were negative in their statements concerning personnel in Headquarters and Reception Company.

Most women in the control group said housekeeping activities were relatively easy; most women in the attrition group reported them as a problem.

More than two-thirds of the women in the control group expressed favorable feelings toward other trainees; less than half the women in the attrition group did so.

Although most trainees said they had had fun at Ft. McClellan, women in the control group more often related fun to working or living in the training situation; women in the attrition group more often mentioned fun away from the training situation (e.g., service club, passes).

Non-differentiating Factors of General Interest:

When asked in one question for the things they most disliked about the Army and in another for any problems not already discussed, the same four items were at or near the top of the list for both groups: sergeants, restrictions, lack of time, and lack of sleep.

When asked about the instructors, both groups gave very favorable responses.

There was very little difference between the replies of control and attrition groups on a question related to classroom work; both described the work as relatively easy and generally interesting.

Utilization of Findings:

Conditions mentioned unfavorably by both attrition and control groups would seem to call for primary attention. Responses reflecting conditions at the training center call for examination to determine which conditions should be remedied. Some responses may be reflections of negative attitudes of trainees about to be separated and may not indicate that any adjustments should be made.

SURVEY OF ATTRITION FACTORS AMONG WAC BASIC TRAINEES

The present study was undertaken by the Behavior and Systems Research Laboratory at the request of the Director of the Women's Army Corps. It represents an attempt to explore some aspects of the problem of attrition among enlisted women in basic training at the WAC Center, Fort McClellan. Although attrition here seemed no more pronounced than in the other services, it was sufficiently high, especially in the category of separations attributed to apathy, for the Director of the WAC to be concerned.

The U. S. Army Recruiting Command (USAREC) had examined the problem in 1967 through a study of the WAC Enlisted Applicant Interview Boards. Analysis of interviews by the Boards over a period of several months had indicated that the interview data were not very helpful in differentiating between enlisted women who graduated from basic training and those who were separated before graduation. As a result, USAREC recommended that instead of relying on Board interviews, a personality test be developed which would measure motivation, ability to adjust, and emotional stability. In discussing results of the USAREC study with the Director of the WAC early in 1968, representatives of BESRL pointed to the need for a study to determine whether separations are related to conditions existing before enlistment or to conditions encountered after enlistment. They proposed an interviewing program at the WAC Center as a means of bringing out the significant elements in the problem. Enlisted women would be interviewed after they had completed part of their basic training. At this stage, they would have had exposure to the processing and training situations in addition to the recruiting process, and it was conceivable that differences between those graduating and those not graduating might be evident. If such differences could be identified, it would remain to be determined which might be predicted in advance by means of a test, which represented conditions that might be handled through modifications of practices or conditions within the training center, and which reflected factors not immediately correctible.

DESIGN OF THE STUDY

Plans for the study required that interviews be conducted with two groups of enlisted women enrolled in basic training at the WAC Center. One group, the attrition group, consisted of those who had been identified for transfer into casual status as a first step in their separation process. Most of these trainees had already been recycled once for failure to perform satisfactorily in basic training, and after a second start in a new company were still deficient and judged by training authorities to be deserving of separation. Trainees in the attrition group were interviewed before they had been physically moved into the casual company, in order to avoid possible coloring of their views by other casual company members.

The second, or control, group was to consist of the same number of trainees as the attrition group, selected on a prescribed but impartial basis from the same platoons, in the same week of training, and exposed to the same conditions and personnel. These were ostensibly successful trainees whose responses could be compared to those of the attrition group.

INTERVIEW PROCEDURE

It was planned to interview 100 trainees in the attrition group and 100 in the control group. During the study, however, five trainees originally interviewed as members of the control group subsequently encountered difficulties and turned up in the attrition group. To compensate, five more trainees were added to the control group. After termination of the interviewing phase of the study, four more control group trainees were separated. Since it was too late to replace them, the final count was: control group 96 and attrition group 107.

Interviewing commenced in April 1968 and concluded in September 1968. A project officer working with training battalion personnel escorted each trainee to be interviewed to the interviewing room. No advance notice was given the trainee. Interviews were conducted in complete privacy, and the trainees were assured that their statements would be treated in absolute confidence and used only in combination with others to be analyzed by civilian scientists. There were two interviewers, both NCOs: one, a member of the permanent party assigned to other duties at the school headquarters, interviewed about two-thirds of the women; the other, stationed at another installation, was brought in for several weeks to relieve the original interviewer. Both dressed in civilian clothes while interviewing. Both reported having no difficulty in establishing rapport and getting trainees in most instances to speak freely. The interviewers were high school graduates who had had experience in personnel supervision, counseling and administration.

The interview schedule prepared for use of the interviewers contained 21 questions. Additional factual data were obtained for each trainee interviewed on a record data sheet which was filled out by the project officer and not shown to the interviewer.

ANALYSIS AND RESULTS

The analysis was directed at determining which questions produced substantial differences in the responses of the control and the attrition groups. Statistical tests of significance of the differences were applied. In some instances, however, the differences, although statistically significant, were small and hence of little practical significance. Below are

presented summaries of the results that were both statistically and practically significant.¹ Some additional results are presented which are of interest because of the absence of differences. The Appendix shows the distributions of responses to all questions.

DIFFERENTIATING BACKGROUND QUESTIONS

Question 2. What group activities did you participate in during high school years? (Table A-3)

There were substantial differences between the two groups, with control group women having participated much more frequently than attrition group women in academic subject clubs (28% vs 7%) and in journalism, library activities, and teaching and dramatics (34% vs 16%). There were no significant differences in non-school activities and participation in athletics, or in total number of activities reported.

Question 3. What have you done since high school? (Table A-4)

There were no differences between control and attrition groups on the basic question. However, when types of paid employment were examined, it was seen that more women in the control group than in the attrition group had been in office and factory jobs (58% vs 38%). Conversely, more women in the attrition group had been in restaurant and hospital jobs (43% vs 24%). When a further breakdown was made of jobs in terms of length of time held, the attrition group split evenly between jobs held six months or longer and those held less than six months. Controls, however, had held 77% of their jobs six months or longer.

Question 5. Have there been any changes at home since you enlisted? (Table A-6).

When the few favorable events mentioned were eliminated, there remained in the control group 12% who reported negative or unfavorable developments at home since enlistment. In the attrition group, such developments were mentioned by 29%.

Question 6. Why did you want to join the WAC? (Table A-7)

When the reasons given were classified as "good" or "sound" as against "poor" or "escapist," it was found that 94% of the control group compared to 76% of the attrition group gave "good" or "sound" reasons. Only 6% of the control group, as against 24% of the attrition group, gave "poor" or "escapist" reasons.

¹ In general, the 1% level was required as indication of statistical significance. In a few comparisons, however, the 5% level was accepted. The tables in the Appendix show the instances where each level was attained.

A number of other questions relating to the trainee's background were included in the questionnaire in the hope that they might have practical bearing on performance in basic training. In general, this was not shown to be the case. Age of the trainee (Question 1a, Table A-2) and the attitude of her parents and friends toward her enlistment (Question 4, Table A-5) showed no meaningful differences. Distributions of AFWST scores proved inconclusive (Table A-1). The question on years of education (Question 1b, Table A-2) yielded results of borderline significance, suggesting that high school graduation may have a slight but positive relationship to completion of basic training.

DIFFERENTIATING QUESTIONS INVOLVING MILITARY PROCEDURES AND LIFE

Question 9. Did you talk with a WAC recruiter or other WAC before enlisting? If so, for how long? (Table A-10)

Most of the women in both groups answered "Yes." Those answering "Yes" were grouped into two categories according to the length of time over which the conversations took place: a half-day or more, and less than a half-day. More of the control group than of the attrition group had spent a half-day or more (54% vs 37%). When those answering "No" were combined with those saying "less than half a day," women in the control group showed 46% compared with 63% for the attrition group.

Question 11. How is the Army different from what you had expected? How is it better, how worse? (Table A-11)

In the control group, 55% said the Army was "better" or "about as expected;" in the attrition group, 24% made one of these two statements. At the other end of the scale, 63% of the attrition group said the Army was "worse" or that they had had "no idea what to expect;" 28% of the control group made one of these statements.

Question 15. How do you find housekeeping activities? (Table A-15)

The responses showed substantial difference between the two groups. In the control group, 66% gave favorable or neutral replies, indicating that the duties were easy or at least not a big problem; only 29% of the attrition group answered this way. Negative responses ("It's a problem," "It's difficult.") were given by 60% of the attrition group but by only 32% of the control group.

Question 16, Part 1. How are the officers and NCOs in your platoon and company? (Table A-16)

In the control group, most women (85%) made only favorable statements about their officers and NCOs. The attrition group was not quite so laudatory: 49% made only favorable statements. Completely unfavorable statements were made by only 4% of the control group and 11% of the attrition group.

Question 16, Part 2. How were the personnel in Headquarters and Reception? (Table A-16)

The response distribution was strikingly different from that for Part 1. Both groups were strongly negative in their remarks: More than half (58%) of the control group said only unfavorable things about Headquarters and Reception personnel; almost as many (46%) of the attrition group did likewise. At the other end of the scale, of the control group, which had been highly complimentary in their statements about their own officers and NCOs, only 11% said only favorable things about Headquarters and Reception personnel. Among women in the attrition group, there were 19% favorable responses.

Question 18. How would you like to be a platoon sergeant, an instructor, an NCO at a field installation? (Table A-18)

Toward all three of these job assignments, more control group than attrition group women were favorably inclined. Toward two of the jobs, instructor and field NCO, women in the control group were highly positive in their response. Fewer than half of them, however, wanted to be platoon sergeants. Three fourths of the women in the attrition group indicated displeasure toward the platoon sergeant job; somewhat fewer, but still over half, indicated displeasure toward the instructor job; toward field NCO, the attrition group was almost evenly divided between favorable and unfavorable responses.

Question 19. How do you like the other trainees? (Table A-19)

Replies were grouped into three categories: favorable, neutral, unfavorable. More control group women than attrition group women had a favorable feeling toward other trainees. Favorable responses were made by 70% of the control group compared to 45% of the attrition group. At the other end of the scale, unfavorable responses showed 13% for the control group and 32% for the attrition group.

Question 20. What fun have you had since arriving at Fort McClellan? (Table A-20)

Social contacts afforded by living in the training company were reported as fun by more control group women (56%) than attrition group women (33%). Outdoor and work activities were similarly considered fun by more women in the control group (38%) than in the attrition group (20%). On the other hand, activities, mostly social, away from the training environment were mentioned more frequently as fun by women in the attrition group (49%) than by women in the control group (35%). More women in the control group than in the attrition group said that most everything was fun; more attrition group women said that nothing was fun.

NON-DIFFERENTIATING QUESTIONS OF GENERAL INTEREST

Question 13. What things do you most dislike about the Army?
(Table A-13)

Question 21. Are there any other problems related to your life in the Army that we have not discussed? (Table A-21)

These two questions are of interest primarily because of the large variety of responses given by both groups. No one type of response was given with outstanding frequency by either group to either question. Differences between groups, although suggestive, were relatively small, in part a result of the fact that both groups gave many different responses. Thus, some differences may point directly to basic problems as distinguished from those that are merely symptomatic of the basic problems. In Question 13, conditions mentioned as most disliked by the largest number of women included:

- Food
- Lack of time, lack of free time
- Lack of sleep
- Restrictions, strict discipline
- Sergeants: yelling and name calling

Comments on individual items were made by up to 17% of all women interviewed. Table A-13 shows additional items, together with percentages.

In response to Question 21, the top half-dozen problem areas mentioned were:

- Sergeants
- Restrictions
- Recruiters
- Lack of time
- Lack of sleep
- Recycles

The similarity of the two lists is pronounced.

Question 17. How are the instructors? (Table A-17)

Question 14. How do you find classroom work: (Table A-14)

These two questions are notable for the strongly favorable responses received from both groups. Many shades of opinion were reflected in the answers to Question 17. Responses were grouped into five categories representing degrees of favorableness in feelings toward the instructors. In general, responses were quite favorable, about half the trainees making comments that fell into the highest--most favorable--category and only one or two percent in the lowest. There was very little difference between

control and attrition groups. A slight tendency was noted for the control group to be more favorable in their statements. It seems clear that the trainees in general thought highly of the instructors.

Replies to Question 14 were in two different dimensions: "easy-difficult" and "interesting-boring." Responses of some women included both dimensions. There were no marked differences between the two groups except in the one instance discussed below. More than twice as many women in both groups taken together said classes were easy as said they were difficult. Hence, among women expressing themselves on this point, there was not much evidence that classes were too difficult, even among the attrition group. More than twice as many women reported classes "interesting" as reported them "boring."

The one instance of a difference between the groups occurred when 20% of the control group volunteered the comment that they faced a problem trying to stay awake in class as against 6% of the attrition group. There was only partial overlap between these women and those who said class was boring; some even said their difficulty in keeping awake had nothing to do with lecture content or style, but that they were just tired and a relatively quiet classroom offered the temptation--and opportunity--to "doze a little."

A few additional questions were covered in the questionnaire:

How long did you think about joining the WAC before contacting a recruiter? (Table A-8)

How long was it between your first recruiter contact and actual enlistment? (Table A-9)

What things do you most like about the Army? (Table A-12)

None of these questions produced response distributions that showed significant differences between trainees in the control and the attrition groups, nor did the content appear to be of great relevance to the problem of attrition among basic trainees.

APPENDIX

DISTRIBUTIONS OF RESPONSES TO INTERVIEW QUESTIONS

Table A-1

AFWST RAW SCORES OF WOMEN INTERVIEWED^a

| Raw Score | AFWST Form 5 | | AFWST Form 6 | |
|--------------------|---------------|-----------------|---------------|-----------------|
| | Control Group | Attrition Group | Control Group | Attrition Group |
| 90+ | 0 | 0 | 0 | 0 |
| 85-89 | 0 | 0 | 1 | 0 |
| 80-84 | 2 | 3 | 0 | 1 |
| 75-79 | 2 | 1 | 1 | 0 |
| 70-74 | 4 | 1 | 0 | 3 |
| 65-69 | 3 | 4 | 4 | 3 |
| 60-64 | 3 | 1 | 6 | 2 |
| 55-59 | 8 | 6 | 3 | 1 |
| 50-54 | 7 | 6 | 4 | 9 |
| 45-49 | 8 | 12 | 7 | 3 |
| 40-44 | 4 | 12 | 4 | 2 |
| 35-39 | 10 | 18 | 5 | 5 |
| 30-34 | <u>8</u> | <u>14</u> | <u>1</u> | <u>0</u> |
| Total ^b | 59 | 78 | 36 | 29 |
| Mean | 50.56 | 45.66 | 52.70 | 53.73 |
| S.D. | 14.12 | 12.85 | 12.37 | 12.20 |

^a Data were obtained from personnel records.^b Totals: Control Group N = 95 (in 1 case no score reported); Attrition Group N = 107

Table A-2

SUMMARY OF RESPONSES TO INTERVIEW QUESTIONS 1a AND 1b

1a. "What is your age?"

| Age in Years | Distribution | |
|--------------|-----------------------------------|-------------------------------------|
| | Control Group ^a (%) | Attrition Group ^b (%) |
| 27+ | 2 | 1 |
| 26 | 1 | 1 |
| 25 | 0 | 0 |
| 24 | 4 | 3 |
| 23 | 3 | 4 |
| 22 | 6 | 5 |
| 21 | 12 | 15 |
| 20 | 14 | 14 |
| 19 | 29 | 37 |
| 18 | 32 | 21 |

1b. "How many years of schooling have you completed?"

| Years of Schooling Completed | Distribution | |
|------------------------------|-----------------------------------|-------------------------------------|
| | Control Group ^a (%) | Attrition Group ^b (%) |
| High school graduation | 88 | 78 |
| 12 (not graduated) | 3 | 5 |
| 11 | 4 | 6 |
| 10 | 0 | 4 |
| 9 | 2 | 5 |
| 8 | 3 | 4 |

^a Control Group N = 96

^b Attrition Group N = 107

Table A-3

SUMMARY OF RESPONSES TO INTERVIEW QUESTION 2

"What group activities did you participate in during high school years?"

| Activities | Distribution | |
|--|-------------------|---------------------|
| | Control Group (%) | Attrition Group (%) |
| Academic subjects clubs** | 28 | 7 |
| Journalism, library, Future Teachers of America, dramatics** | 34 | 16 |
| Student government | 6 | 5 |
| Honor societies | 5 | 4 |
| Music | 35 | 31 |
| Cheer leaders, pep clubs | 21 | 16 |
| Athletics | 50 | 64 |
| Non-school: 4H, YWCA, Scouts, nurses, FHA, religious clubs | 47 | 50 |
| Miscellaneous school activities | 27 | 30 |
| None | 12 | 14 |
| Total number of cases | 96 | 107 |
| Total activities mentioned | 243 | 239 |
| Mean number of activities per trainee | 2.5 | 2.2 |

**Difference significant at the 1% level.

Table A-4

SUMMARY OF RESPONSES TO INTERVIEW QUESTION 3

(a) "What have you done since high school?"

| Activity | Distribution | |
|-----------------------|-------------------|---------------------|
| | Control Group (%) | Attrition Group (%) |
| Paid employment | 72 | 71 |
| Unpaid housework | 5 | 5 |
| More schooling | 3 | 4 |
| Nothing | 19 | 21 |
| Total number of cases | 96 | 107 |

(b) Analysis of Types of Paid Employment

| Type of Paid Employment | Percent Employed by Type of Employment | | No. Employed by Type of Employment and Length of Time Worked | | | |
|--------------------------|--|---------------------|--|-------------|-----------------|-------------|
| | Control Group (%) | Attrition Group (%) | Control Group | | Attrition Group | |
| | | | 6 mos or more | Under 6 mos | 6 mos or more | Under 6 mos |
| Sales | 7 | 8 | 1 | 4 | 3 | 1 |
| Office, Factory* | 58 | 38 | 33 | 7 | 12 | 17 |
| Hospital, Restaurant* | 24 | 43 | 14 | 3 | 19 | 14 |
| Beauty shop | 4 | 1 | 3 | 0 | 0 | 1 |
| Other | 7 | 9 | 3 | 2 | 5 | 2 |
| Total Number of Cases | 70 | 76 | 54 | 16 | 39 | 37 |
| Percent of Total Cases** | | | 77% | 23% | 51% | 49% |

*Difference significant at the 5% level.

**Difference between control and attrition groups significant at the 1% level.

Table A-5

SUMMARY OF RESPONSES TO INTERVIEW QUESTION 4

"What were the attitudes of your parents and friends toward your enlistment?"

| | Control Group | | Attrition Group | |
|---------|---------------------------------|----------------------|---------------------------------|----------------------|
| | Total Cases ^a (N) | No. Favorable (%) | Total Cases ^a (N) | No. Favorable (%) |
| Father* | 64 | 72 | 81 | 54 |
| Mother | 77 | 73 | 88 | 73 |
| Friends | 61 | 38 | 80 | 41 |

^aFewer cases were analyzed on this question because some trainees gave neutral responses or none at all.

*Difference significant at the 5% level.

Table A-6

SUMMARY OF RESPONSES TO INTERVIEW QUESTION 5

"Have there been any changes at home since you enlisted?"

| Responses | Distribution | |
|------------------------------------|-----------------------------------|-------------------------------------|
| | Control Group ^a (%) | Attrition Group ^a (%) |
| Girls reporting no changes | 87 | 69 |
| Girls reporting positive changes | 1 | 2 |
| Girls reporting negative changes** | 12 | 29 |

^aTotals: Control Group N = 96; Attrition Group N = 107.

**Difference significant at the 1% level.

Table A-7

SUMMARY OF RESPONSES TO INTERVIEW QUESTION 6

"Why did you want to join the WAC?"

| | Distribution | |
|--|----------------------------|------------------------------|
| | Control Group ^a | Attrition Group ^a |
| | (%) | (%) |
| Girls giving "sound or good" reasons** | 94 | 76 |
| Girls giving "poor, negative, or escapist" reasons** | 6 | 24 |

^aTotals: Control Group N = 96; Attrition Group N = 107.

**Difference significant at the 1% level.

Table A-8

SUMMARY OF RESPONSES TO INTERVIEW QUESTION 7

"How long did you think about joining the WAC before contacting a recruiter?"

| Time Period | Distribution | |
|---------------------|----------------------------|------------------------------|
| | Control Group ^a | Attrition Group ^a |
| | (%) | (%) |
| 6 months and longer | 52 | 48 |
| Under 6 months | 48 | 52 |

^aTotals: Control Group N = 92; Attrition Group N = 94.

Table A-9

SUMMARY OF RESPONSES TO INTERVIEW QUESTION 8

"How long was it between your first recruiter contact and actual enlistment?"

| Time Period | Distribution | |
|--------------------|----------------------------|------------------------------|
| | Control Group ^a | Attrition Group ^a |
| | (%) | (%) |
| 1 month and longer | 54 | 46 |
| Under 1 month | 46 | 54 |

^aTotals: Control Group N = 96; Attrition Group N = 105.

Table A-10

SUMMARY OF RESPONSES TO INTERVIEW QUESTION 9

"Did you talk with a WAC recruiter or other WAC before enlisting? If so, for how long?"

| Response | Distribution | |
|--------------------------------------|-----------------------------------|-------------------------------------|
| | Control Group ^a (%) | Attrition Group ^a (%) |
| Yes, for $\frac{1}{2}$ day or more* | 54 | 37 |
| Yes, for less than $\frac{1}{2}$ day | 42 | 50 |
| No | 4 | 13 |

^aTotals: Control Group N = 95; Attrition Group N = 106.

*Difference significant at the 5% level.

Table A-11

SUMMARY OF RESPONSES TO INTERVIEW QUESTION 11

"How is the Army different from what you had expected? How is it better, how worse?"

| Response | Distribution | |
|--|-----------------------------------|-------------------------------------|
| | Control Group ^a (%) | Attrition Group ^a (%) |
| A-Better | 20 | 9 |
| B-About as expected | 35 | 15 |
| C-Worse | 21 | 46 |
| D-No idea what to expect | 7 | 17 |
| E-Different | 14 | 9 |
| F-Part better; part worse | 3 | 3 |
| A+B-Better, or about as expected** | 55 | 24 |
| C+D-Worse, or no idea what to expect** | 28 | 63 |

^aTotals: Control Group N = 96; Attrition Group N = 106.

**Difference significant at the 1% level.

Table A-12

SUMMARY OF RESPONSES TO INTERVIEW QUESTION 12

"What things do you most like about the Army?"

| Response | Distribution | |
|------------------------------------|-----------------------------------|-------------------------------------|
| | Control Group ^a (%) | Attrition Group ^a (%) |
| Meeting and being with new friends | 30 | 16 |
| Marching | 16 | 12 |
| Drill | 16 | 4 |
| Parades | 8 | 8 |
| Classes | 6 | 8 |
| Wearing the uniform | 6 | 6 |
| Everything | 6 | 6 |
| Nothing | 4 | 14 |

^a Totals: Control Group N = 96; Attrition Group N = 107.

Table A-13

SUMMARY OF RESPONSES TO INTERVIEW QUESTION 13

"What things do you most dislike about the Army?"

| Response | Distribution | |
|--|-----------------------------------|-------------------------------------|
| | Control Group ^a (%) | Attrition Group ^a (%) |
| Food (poor, undercooked, not enough) | 12 | 14 |
| Lack of time, lack of free time | 9 | 17 |
| Restrictions and strict discipline | 8 | 9 |
| Insufficient sleep, early rising | 8 | 9 |
| KP | 6 | 5 |
| SGTs yelling, name calling | 5 | 12 |
| Other trainees: attitudes and behavior | 5 | 5 |
| Lack of privacy | 4 | 2 |
| Housekeeping | 3 | 5 |
| Marching and ceremonies | 3 | 5 |
| Inspections | 0 | 6 |
| Nothing | 15 | 5 |

^a Totals: Control Group N = 96; Attrition Group N = 107.

Table A-14

SUMMARY OF RESPONSES TO INTERVIEW QUESTION 14

"How do you find classroom work?"

| Response | Distribution ^a | |
|--------------------------|-----------------------------------|-------------------------------------|
| | Control Group ^b (%) | Attrition Group ^b (%) |
| Easy | 29 | 28 |
| Not hard | 12 | 19 |
| Difficult | 12 | 14 |
| Interesting | 38 | 29 |
| Boring | 15 | 12 |
| Problem of staying awake | 20 | 6 |
| Miscellaneous | 0 | 5 |

^a Some women gave more than one response; hence percentages do not total 100.

^b Totals: Control Group N = 96; Attrition Group N = 107.

Table A-15

SUMMARY OF RESPONSES TO INTERVIEW QUESTION 15

"How do you find housekeeping activities?"

| Response | Distribution | |
|--|-----------------------------------|-------------------------------------|
| | Control Group ^a (%) | Attrition Group ^a (%) |
| A-Easy | 8 | 3 |
| B-No problem, used to it | 33 | 17 |
| C-No big problem, takes time | 25 | 9 |
| D-Slight problem, lack of time, can't get organized | 22 | 32 |
| E-Big problem, difficult | 10 | 28 |
| F-Was a problem; better now | 2 | 8 |
| G-"Messing up" on purpose | 0 | 2 |
| A+B+C-Positive or neutral responses** | 66 | 29 |
| D+E-Negative responses** | 32 | 60 |

^a Totals: Control Group N = 95; Attrition Group N = 99.

**Difference significant at the 1% level.

Table A-16

SUMMARY OF RESPONSES TO INTERVIEW QUESTION 16^a

Part 1. "How are the Officers and NCOs in your Platoon and Company?"

| Responses | Distribution | |
|----------------------------------|-----------------------------------|-------------------------------------|
| | Control Group ^b (%) | Attrition Group ^b (%) |
| Favorable only** | 85 | 49 |
| Part favorable, part unfavorable | 10 | 35 |
| Unfavorable only | 4 | 11 |
| Indeterminate or no response | 2 | 4 |

Part 2. "How were they in Headquarters and Reception?"

| Responses | Distribution | |
|----------------------------------|-----------------------------------|-------------------------------------|
| | Control Group ^b (%) | Attrition Group ^b (%) |
| Favorable only | 11 | 19 |
| Part favorable, part unfavorable | 22 | 17 |
| Unfavorable only | 58 | 46 |
| Indeterminate or no response | 9 | 18 |

^a Fewer cases because first 35 women interviewed were not asked this question.

^b Totals: Control Group N = 79; Attrition Group N = 89.

**Difference significant at the 1% level.

Table A-17

SUMMARY OF RESPONSES TO INTERVIEW QUESTION 17

"How are the instructors?"

| Response | Distribution | |
|--|-----------------------------------|-------------------------------------|
| | Control Group ^a (%) | Attrition Group ^a (%) |
| Excellent, good, effective, helpful | 50 | 45 |
| Most are good | 20 | 14 |
| O.K., pretty good | 20 | 28 |
| Some good, some not, some boring, some too fast | 8 | 12 |
| Boring; not interested in their job | 2 | 1 |

^aTotals: Control Group N = 96; Attrition Group N = 102.

Table A-18

SUMMARY OF RESPONSES TO INTERVIEW QUESTION 18

"How would you like to be a platoon sergeant, an instructor,
an NCO at a field installation?"

| Response | Control Group ^a | | | Attrition Group ^a | | |
|---------------|----------------------------|--------------|----------------|------------------------------|--------------|----------------|
| | Plt SGT (%) | Instr (%) | Fld NCO (%) | Plt SGT (%) | Instr (%) | Fld NCO (%) |
| Favorable** | 41 | 62 | 77 | 20 | 33 | 45 |
| Don't Know | 7 | 3 | 1 | 3 | 4 | 0 |
| Unfavorable** | 52 | 35 | 23 | 77 | 64 | 55 |

^aTotals: Control Group N = 96; Attrition Group N = 107.**For each of the 3 jobs, difference between control and attrition groups
significant at the 1% level.

Table A-19
SUMMARY OF RESPONSES TO INTERVIEW QUESTION 19
"How do you like the other trainees?"

| Response | Distribution | |
|-------------------------|-----------------------------------|-------------------------------------|
| | Control Group ^a (%) | Attrition Group ^a (%) |
| Favorable responses** | 70 | 45 |
| Neutral | 17 | 23 |
| Unfavorable responses** | 13 | 32 |

^a Totals: Control Group N = 96; Attrition Group N = 105.

**Difference significant at the 1% level.

Table A-20
SUMMARY OF RESPONSES TO INTERVIEW QUESTION 20
"What fun have you had since arriving at Ft. McClellan?"

| Response | Distribution | |
|--|-----------------------------------|-------------------------------------|
| | Control Group ^a (%) | Attrition Group ^a (%) |
| Social, incidental to living in training situation** | 56 | 33 |
| Being with other trainees | 17 | 15 |
| Daily living, being in the bay | 19 | 11 |
| Singing, playing records | 11 | 7 |
| Coke or coffee breaks | 9 | 0 |
| Training, work, outdoor activities** | 38 | 20 |
| Field training | 5 | 7 |
| Marching, Drills | 6 | 1 |
| Work details, KP | 9 | 5 |
| Just being outdoors | 11 | 7 |
| Sports | 6 | 2 |
| Social, entertainment away from training situation* | 35 | 49 |
| Service club and PX | 27 | 36 |
| Passes | 8 | 13 |
| Miscellaneous | | |
| None, nothing is fun | 7 | 24 |
| Most everything is fun | 20 | 7 |
| Other | 3 | 12 |

^a Totals: Control Group N = 96, Attrition Group N = 107.

*Difference significant at the 5% level.

**Difference significant at the 1% level.

Table A-21

SUMMARY OF RESPONSES TO INTERVIEW QUESTION 21

"Are there any other problems related to your life in the Army that we haven't discussed?"

| Response | Distribution | | |
|-----------------------|-------------------|---------------------|-----------------|
| | Control Group (%) | Attrition Group (%) | Total Group (%) |
| Sergeants | 15 | 13 | 14 |
| Restrictions | 9 | 12 | 11 |
| Recruiters | 10 | 8 | 9 |
| Lack of time | 10 | 4 | 7 |
| Lack of sleep | 8 | 2 | 6 |
| Recycles | 5 | 5 | 5 |
| Food | 6 | 3 | 4 |
| Other trainees | 6 | 2 | 4 |
| Need for counselor | 2 | 4 | 3 |
| Lack of privacy | 4 | 0 | 2 |
| Miscellaneous | 10 | 22 | 16 |
| No problems mentioned | 20 | 28 | 24 |
| Total number of cases | 96 | 107 | 203 |